



RECRUITING INFORMATION

Thank you for your interest in the College Station Fire Department!

The City of College Station is a growing community of approximately 75,700 and the home of Texas A&M University. We are a progressive department searching for qualified persons willing to make a personal commitment to fire safety and prevention.

The City of College Station is an equal opportunity employer, and it is our policy to provide equal employment opportunities without regard to race, color, disability, religion, sex, national origin, age or communicable disease. These procedures represent equal and fair guidelines for all prospective employees, and provide the foundation for a rewarding and productive work environment.

If you have any questions concerning the information provided, please feel free to contact the Human Resources Department.

Department History

The College Station Fire Department evolved from a volunteer fire department at Texas A&M University. In 1969, the City of College Station took over the volunteer department. The city hired one full-time firefighter to staff the original station and maintain apparatus. The majority of the fire fighting was still conducted by volunteers made up of staff and students from Texas A&M.

Throughout the years, the Fire Department has seen substantial growth and the conversion to a fully paid fire department. Current staffing within the department includes eighty-five shift personnel, twelve Fire Prevention/Community Enhancement personnel, five administrative personnel, and two support staff.

The College Station Fire Department is considered a proactive force, which is evident by the drop in the number of major loss fires and an increase in the number of persons reached through our public education programs.

The College Station Fire Department is deeply involved in Emergency Medical Services. The department staffs three first run ambulances with EMT-Paramedics and has two reserve ambulances. Response territory for EMS includes the City of College Station and the southern half of Brazos County.

The department staffs three paramedic engines, one paramedic Quint, and a command vehicle each 24 hour shift from three stations. Station 1 is located at 304 Holleman Drive East; Station 2 is located at 2100 Rio Grande Drive; Station 3 is located at 4180 Hwy 6 South; Station 4 is located at Easterwood Airport. Administrative offices are located at 300 Krenak Tap Road.

Current Entry Requirements

All applicants must possess a current and valid Texas Commission on Fire Protection Basic Structural Firefighter Certification and Texas Department of Health Emergency Medical Technician-Basic certification.

Other minimum standards are as follows:

1. Be at least 18 years of age.
2. Possess a valid Texas driver's license.
3. Have no more than 3 moving traffic violations within any 12 month period during
4. the last 3 years.
5. No night vision restrictions that cannot be corrected with standard glasses or contact lenses.
6. No D.U.I. or D.W.I. convictions within the last three years as of date of application.
7. Minimum vision of 20/200 in both eyes, correctable to 20/40.
8. No color blindness or difficulty in recognizing colors.
9. Have no eye condition that restricts peripheral vision.
10. Weight/height must be proportionate.
11. Free of any physical or mental condition that would interfere with the essential functions of a firefighter/paramedic.
12. Able to pass a medical/physical examination and drug screening.
13. Not have been convicted of:
 - Any felony offense
 - Any Class A misdemeanor or equivalent
 - Any Class B misdemeanor within the previous 12 months
 - Any offense involving Family Violence as defined by the Texas Penal Code.
 - Any Class C misdemeanor (except minor traffic violations) within 6 months

Application Processing Information

Applications are accepted Monday through Friday, 8:00 a.m. to 5:00 p.m. at the Human Resources Department or at <http://csjobs.cstx.gov>. Following submission of an employment application, qualified applicants must participate in a written examination and a physical ability evaluation. The entrance examination is administered annually or when the need arises. Qualified applicants will be notified of the exact date, time, and location of the examination.

Conditions of Employment

Written Examination: All candidates must take a written examination that covers, but is not limited to, general knowledge, reading, comprehension, arithmetic, mechanical aptitude, and customer skills.

A minimum of 70% correct must be scored to be considered eligible to continue the application process.

Physical Ability Evaluation: This is designed to examine an applicant's strength, stamina, and overall physical ability to perform the duties of a firefighter. There are eight tasks that must be performed within a specific time limit. An additional un-timed task tests the applicant's ability to work at heights.

Personal History Statement: All qualified applicants are required to complete a comprehensive Fire Department personal history statement packet that will be used as a resource for a thorough background check.

Oral Review Board: Successful applicants in the above areas will participate in an oral review board. Board members are chosen from Fire Department and city human resource personnel.

Final Interview: The final step will be an interview with the Assistant Chief/Operations. Candidates are chosen from the pool of applicants who have passed all stages of the hiring process.

Pre-Employment & Post-Offer Test: An offer of employment with the College Station Fire Department is made contingent upon the passing of a pre-employment drug test, driving check and criminal check. Completion of a post-offer medical/physical examination by a licensed physician will then be required.

Compensation

Base annual salary - \$31,900.00

ADDITIONAL PAY:

EMT-Paramedic certification - \$200.00/mo
Language Pay

Oral - \$25.00/mo

Written - \$35.00/mo

ARFF - \$50.00/mo

Haz-Mat Tech - \$50.00/mo

Arson Investigator - \$50.00/mo

CERTIFICATION/EDUCATION PAY:

TCFP Advanced Certifications

Intermediate - \$75.00/mo

Advanced - \$100.00/mo

Master - \$150.00/mo

Associates Degree - \$25.00/mo

Bachelors Degree - \$50.00/mo

Masters Degree - \$75.00/mo

Longevity - \$4.00/mo per year of service, starting after one year.

Benefits

Vacation: Firefighters earn annual leave at the following rate: first year- 5 shifts; 1-18 years- 7 shifts; over 18 years- 9 shifts.

Holidays: Firefighters receive four paid holiday shifts per year.

Retirement: Each employee contributes 7% of his/her salary into the Texas Municipal Retirement System. Effective January 1, 2002, employees are vested after five years, at which time the City contributes to the fund at a 2:1 ratio.

Employees may retire at any age with 20 years of service. An employee may retire after five years of service if they have reached 60 years of age. An employee who leaves the service of the city and ceases to be a member of TMRS is entitled to a refund of all accumulated contributions in his/her account or may leave them in the fund for up to five years.

Deferred Compensation: The City offers two optional deferred compensation retirement plans administered by I.C.M.A. and Nationwide Retirement Solutions.

Group Health & Life Insurance: The City offers medical and dental insurance to all regular employees the first of the month following the date of hire. Employees are covered under term life insurance equal to twice their annual salary (paid by the City) and accidental death and dismemberment insurance equal to twice their annual salary (paid by the City) the first of the month date of hire. Employees may purchase supplemental employee life insurance and dependent life insurance.

Sick Leave: All full-time regular employees accrue 1/2 shift (12 hours) per month, or 6 shifts (144 hours) annually.

To complete an application go to

<http://csjobs.cstx.gov>